

GAO

Report to the Chairman, Subcommittee on  
Military Personnel and Compensation  
Committee on Armed Services, House of  
Representatives

March 1992

# DEFENSE FORCE MANAGEMENT

## Occupation Distribution and Composition



National Security and  
International Affairs Division

B-246105

March 23, 1992

The Honorable Beverly B. Byron  
Chairman, Subcommittee on Military Personnel  
and Compensation  
Committee on Armed Services  
House of Representatives

Dear Madam Chairman:

In response to your request, we have developed information on the distribution of minorities and women among major occupation groups in the military services and the composition of major occupation groups by race or Hispanic origin and by gender during fiscal year 1990. This information provides a baseline for measuring how minorities and women are affected, by occupation group, during planned reductions in military end strength between fiscal years 1991 and 1995. We briefed your staff in August 1991 and issued a related report in February 1992 on the composition of groups affected by the 1991 force reductions.<sup>1</sup>

To identify major occupational distribution and composition, we used Department of Defense occupation categories for officers and for enlisted personnel.<sup>2</sup> A summary of job categories are included in each major occupation group appears in appendix V. As used in this report, data for the black and white populations do not include personnel of Hispanic origin.

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## Results in Brief

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### Officers

For each racial or ethnic population, the tactical operations occupation group has the largest single share of officers. This field includes fixed wing pilots, helicopter pilots, aircraft crews, ground and naval arms personnel, missile personnel, and operations staff. Close to or over one-third of officers in each population were assigned to this field, which significantly outranked all other occupation groups in the distribution of officers.

<sup>1</sup>Defense Force Management: Composition of Groups Affected by Fiscal Year 1991 Force Reductions (GAO/NSIAD-92-31, Feb. 5, 1992).

<sup>2</sup>Occupational Conversion Manual: Enlisted/Officer/Civilian (DOD 1312.1-M) January 1989.

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With regard to gender, 48 percent of the male officers were in tactical operations, while the primary occupation group for women was health care with 44 percent of the female officers assigned to that group. Table 1 shows the racial or Hispanic and gender distribution of officers during fiscal year 1990.<sup>3</sup>

**Table 1: Distribution of Officers Among Occupation Groups by Race or Hispanic Origin and by Gender for the Services Combined (Fiscal Year 1990)**

Occupation group	Race or Hispanic Origin				Gender	
	Black <sup>a</sup>	Hispanic	Other	White <sup>a</sup>	Women	Men
General officers/executives	<1	<1	<1	1	<1	1
Tactical operations	29	36	32	45	7	48
Intelligence	4	5	5	5	6	5
Engineering and maintenance	18	16	17	14	11	14
Scientists and professionals	4	4	4	5	4	5
Health care	15	17	24	16	44	12
Administrators	13	10	7	7	18	6
Supply, procurement, and allied officers	16	11	10	8	10	9
<b>Total<sup>b</sup></b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

<sup>a</sup>Not of Hispanic origin.

<sup>b</sup>Columns may not add to 100 percent due to rounding.

Minorities in officer occupation groups comprised less than 20 percent of any single group during fiscal year 1990. With regard to gender, however, women comprised over 30 percent of personnel in the health care field, and just under 30 percent of administrators. Figure 1 shows the composition of major officer occupations by race or Hispanic origin.

<sup>3</sup>The general officer category includes all occupations where individuals involved are of General/Flag rank. For the Marine Corps only, this category also includes all O-6 officer personnel.

**Figure 1: Officer Occupation Group Composition for the Services Combined by Race or Hispanic Origin (Fiscal Year 1990)**

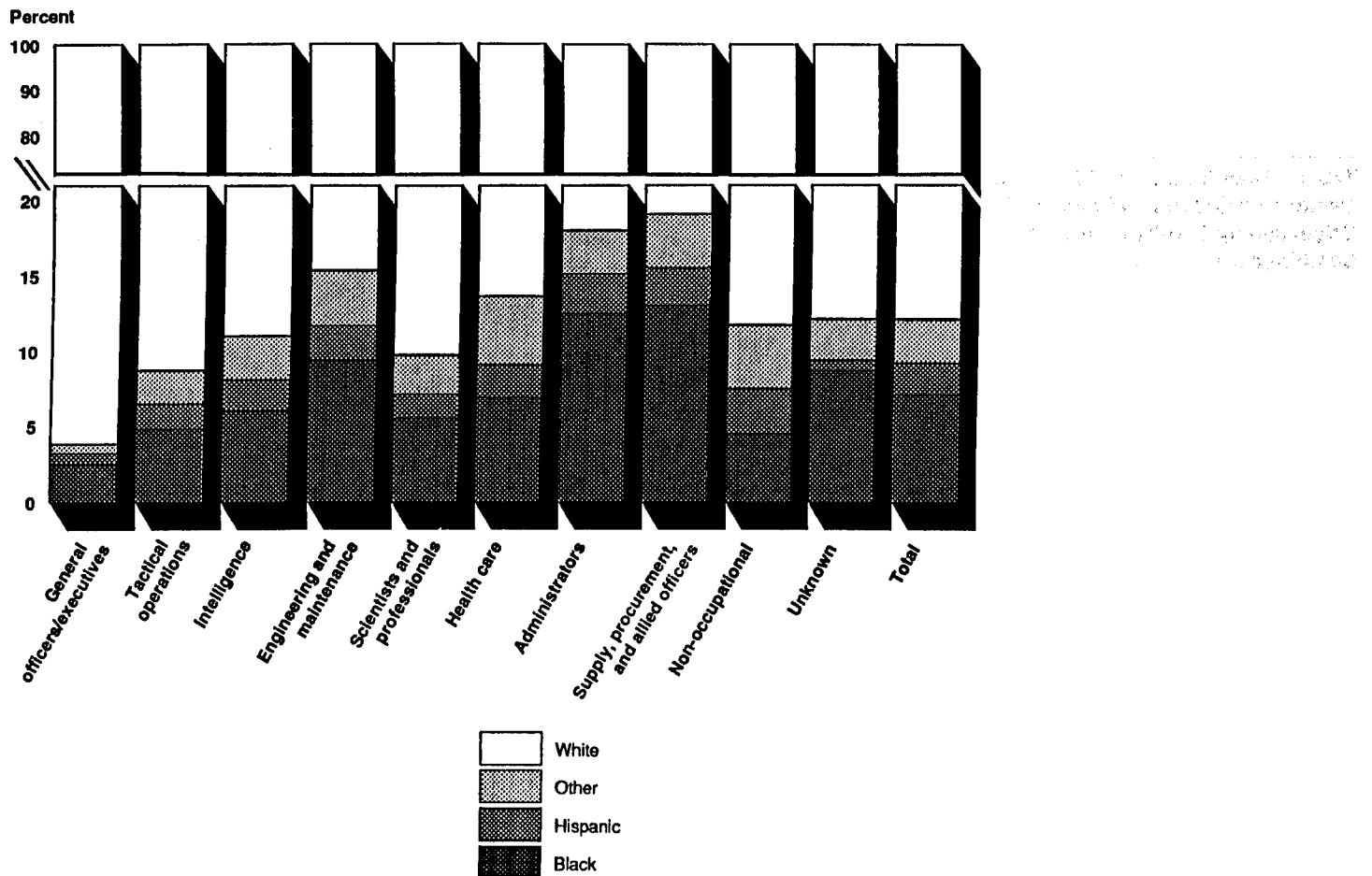
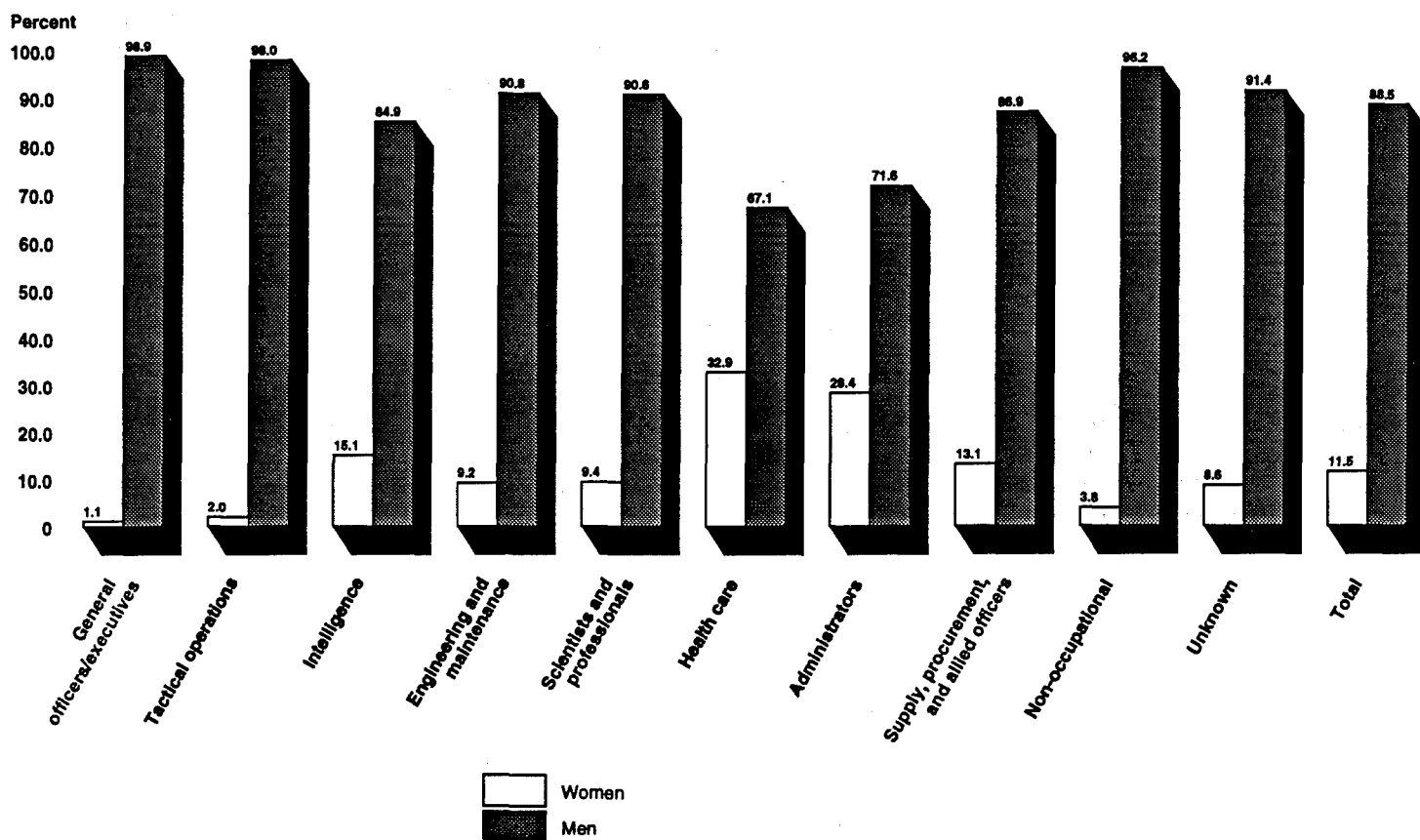


Figure 2 shows the composition of major occupation groups by gender for military officers.

Figure 2: Officer Occupation Group Composition for the Services Combined by Gender (Fiscal Year 1990)



## Enlisted

Three major occupation groups dominated the distribution of enlisted personnel during fiscal year 1990. Although not in the same order, the top three career fields for both the black and white populations and for men were (1) the functional support and administration occupations, (2) the infantry, gun crew, and seamanship specialist occupations, and (3) the electrical/mechanical equipment repair fields.

The functional support and administration occupations include general administration, clerical, and personnel specialists as well as data processing and information specialists, and functional support specialists in areas such as supply, transportation, and flight operations. Combat

responsibilities are included in the infantry, gun crew, and seamanship specialist career field; for example, individual weapons specialists, crew-served artillery specialists, armor and amphibious crewmen, combat engineering, and seamanship are part of that group. The last group includes specialists in maintenance and repair of electrical, mechanical, hydraulic, and pneumatic equipment.

The single largest proportion of enlisted women (38 percent) served in the functional support and administration occupations, while only 14 percent of enlisted men served in this occupation group. Table 2 shows the distribution of enlisted personnel among major occupation groups by race or Hispanic origin and by gender.

**Table 2: Distribution of Enlisted Personnel Among Occupation Groups by Race or Hispanic Origin and by Gender for the Services Combined**  
(Fiscal Year 1990)

Occupation group	Race or Hispanic Origin				Gender	
	Figures in percent				Women	Men
	Black <sup>a</sup>	Hispanic	Other	White <sup>a</sup>		
Infantry, gun crews, and seamanship specialists	19	21	16	18	4	20
Electronic equipment repairmen	6	9	7	13	6	11
Communications and intelligence specialists	11	9	7	11	12	10
Health care specialists	7	7	9	5	15	5
Other technical and allied specialists	2	2	2	3	2	2
Functional support and administration	24	19	21	13	38	14
Electrical/ mechanical equipment repairmen	16	20	23	24	9	23
Craftsmen	3	4	4	5	2	4
Service and supply handlers	12	8	11	8	11	9
<b>Total<sup>b</sup></b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

<sup>a</sup>Not of Hispanic origin.

<sup>b</sup>Columns may not add to 100 percent due to rounding.

The single highest concentration of minorities occurred in the functional support and administration occupations; 46 percent of that group was comprised of minorities. However, minority representation exceeded 30 percent of personnel during fiscal year 1990 in each of the following

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major enlisted occupation groups: health care specialists; service and supply handlers; infantry, gun crews, and seamanship specialists; and communications and intelligence specialists.

Enlisted health care occupations include specialists in patient care and treatment, ancillary medical support, dental services, administration, and logistics. The service and supply handlers occupations include personnel engaged in protective and personal services as well as non-clerical personnel working in warehousing, food handling, and motor transportation. Communications and intelligence specialists include people who operate and monitor radios, radio teletypes, radar, sonar and allied communications, and intelligence consoles, as well as people who gather and interpret photographic, electronic, and documentary intelligence.

With regard to gender, enlisted women in the health care and functional support and administration occupations represented 27 percent and 25 percent, respectively, of the enlisted personnel in the two groups. Figure 3 shows the composition of major enlisted occupation groups by race or Hispanic origin.

Figure 3: Enlisted Occupation Group Composition for the Services Combined by Race or Hispanic Origin (Fiscal Year 1990)

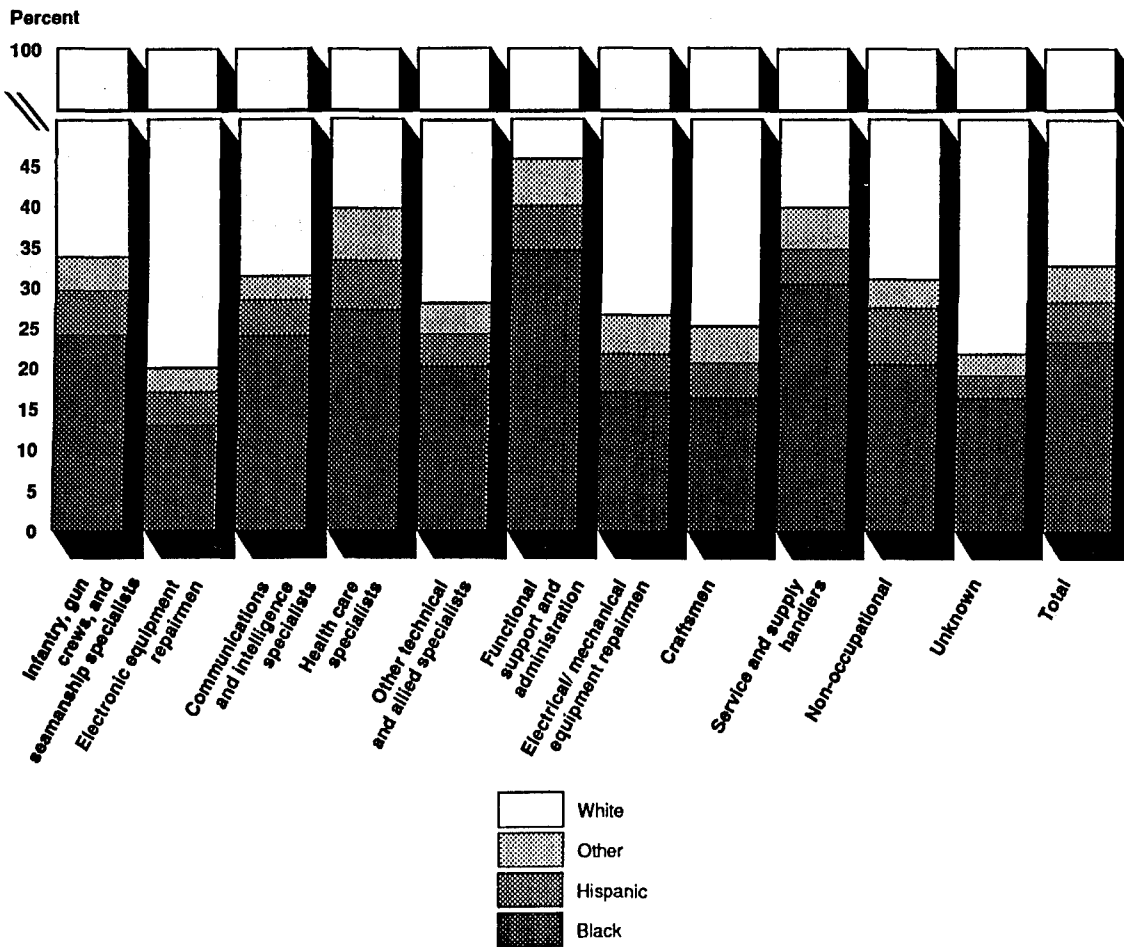
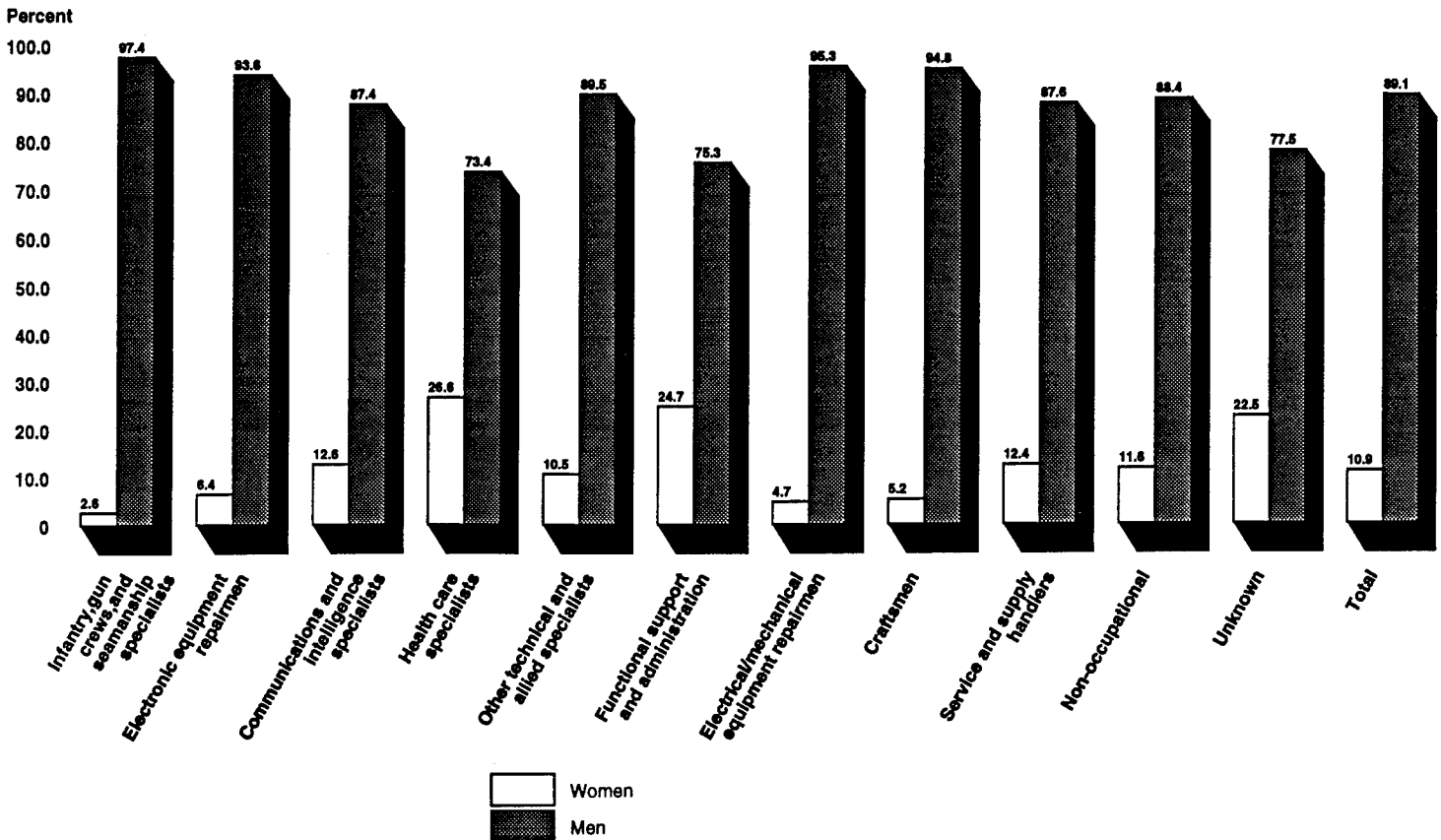


Figure 4 shows the composition of major enlisted occupation groups by gender.



**Figure 4: Enlisted Occupation Group Composition for the Services Combined by Gender (Fiscal Year 1990)**

## Scope and Methodology

To present the information contained in this report, we analyzed data obtained from the Defense Manpower Data Center for fiscal year 1990. We did not verify or test the accuracy of the data. We did not obtain Department of Defense comments on this report, although program officials provided oral comments on a draft of the report. An official of the Defense Manpower Data Center also reviewed a draft of this report to confirm the appropriate use of the data supplied by the Center.

The figures displaying the profile of personnel within occupation groups shows the proportion of each population engaged in that occupational grouping; the number of personnel categorized in each occupational grouping or unknown personnel varies. Data on the composition of occupation groups includes a category labeled "unknown" that contains

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the profile of service personnel whose service occupation is not contained in the data bank.

Detailed information on distribution and composition of officers and enlisted personnel for each separate service appears in appendixes I through IV.

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As arranged with your office, unless you publicly announce its contents earlier, we plan no further distribution of this report until 7 days from its issue date. At that time, we will send copies to the Chairmen, Senate Committee on Armed Services, House and Senate Committees on Appropriations, House Committee on Government Operations, and Senate Committee on Governmental Affairs; Director, Office of Management and Budget; and the Secretaries of Defense, the Air Force, Army, and Navy. Copies will also be made available to others upon request.

If you or your staff have any questions concerning this report, please call me on (202) 275-3990. Major contributors to this report are listed in appendix VI.

Sincerely yours,

A handwritten signature in cursive script, reading "Paul L. Jones".

Paul L. Jones  
Director, Defense Force Management Issues

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# The Army

The following tables and figures provide information on occupation group distribution and composition for officer and enlisted personnel in the Army by race or Hispanic origin and by gender for fiscal year 1990. Data for black and white populations do not include personnel of Hispanic origin.

**Table I.1: Distribution of Army Officers Among Occupation Groups by Race or Hispanic Origin and by Gender (Fiscal Year 1990)**

Figures in percent

Occupation group	Race or Hispanic Origin				Gender	
	Black <sup>a</sup>	Hispanic	Other	White <sup>a</sup>	Women	Men
General officers/executives	< 1	< 1	< 1	< 1	< 1	< 1
Tactical operations	31	35	34	45	6	48
Intelligence	5	6	6	6	8	6
Engineering and maintenance	18	17	14	12	12	13
Scientists and professionals	3	2	3	4	2	4
Health care	15	17	26	18	46	14
Administrators	10	10	7	7	12	6
Supply, procurement, and allied officers	17	13	10	8	14	9
<b>Total<sup>b</sup></b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

<sup>a</sup>Not of Hispanic origin.

<sup>b</sup>Columns may not add to 100 percent due to rounding.

Figure I.1: Army Officer Occupation Group Composition by Race or Hispanic Origin (Fiscal Year 1990)

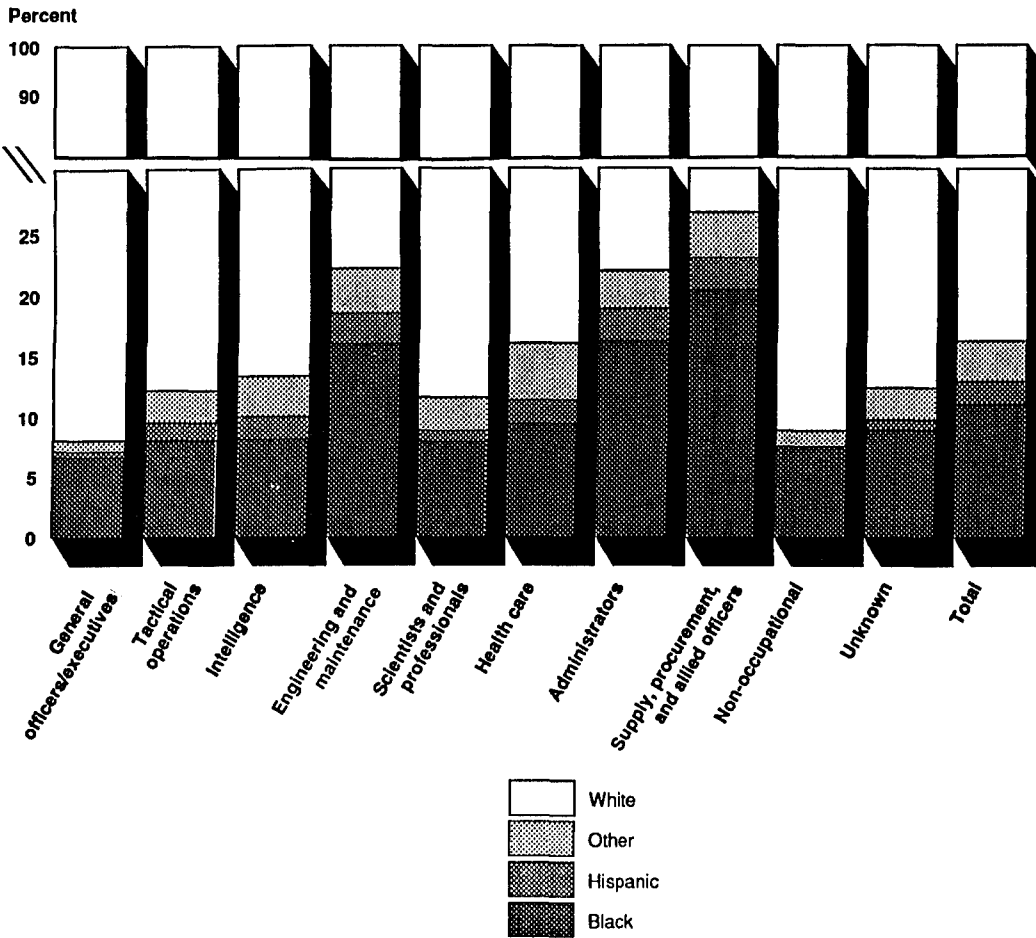
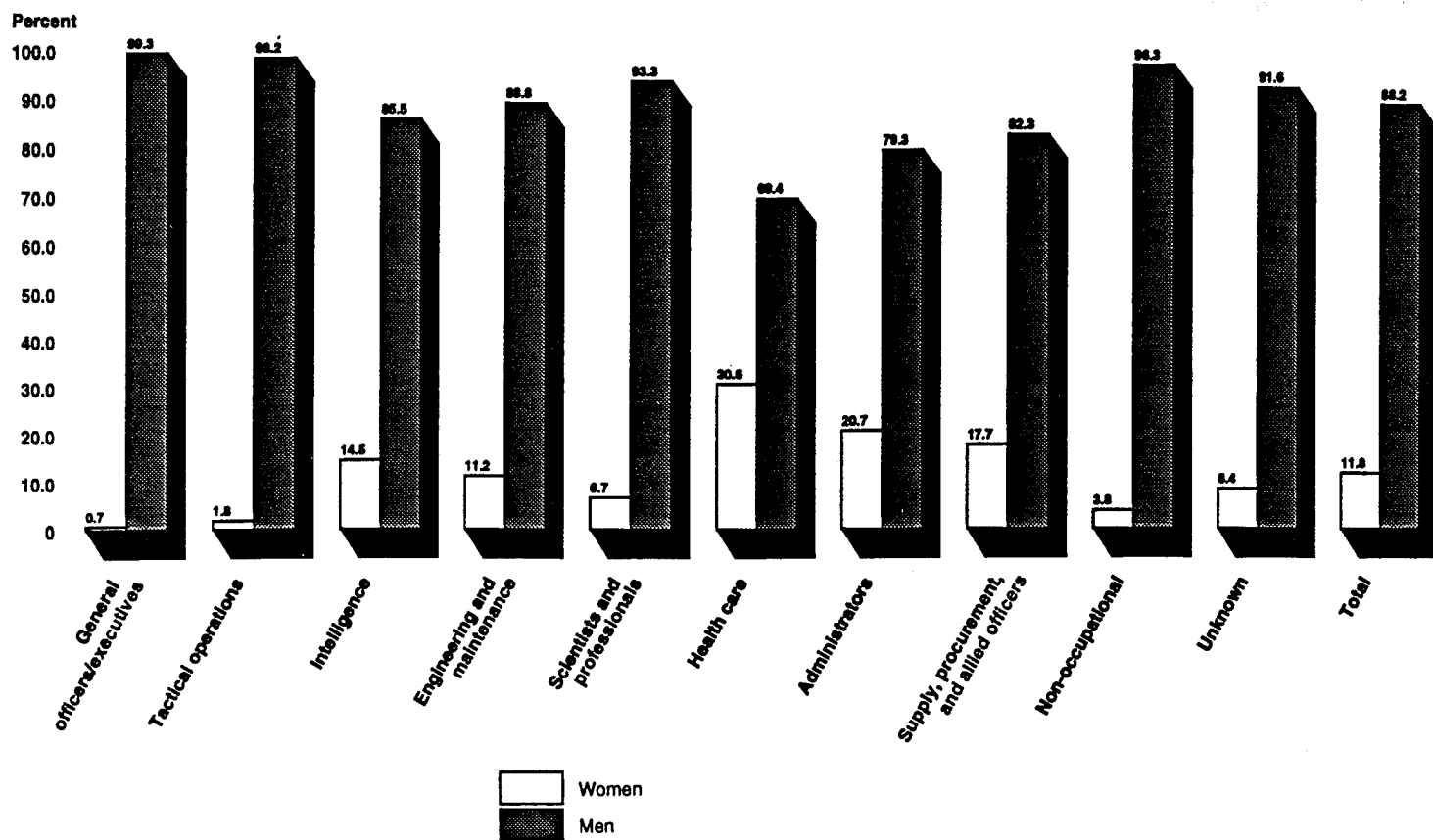




Figure I.2: Army Officer Occupation Group Composition by Gender (Fiscal Year 1990)



**Appendix I**  
**The Army**

**Table I.2: Distribution of Army Enlisted Personnel Among Occupation Groups by Race or Hispanic Origin and by Gender (Fiscal Year 1990)**

Figures in percent

Occupation group	Race or Hispanic Origin				Gender	
	Black <sup>a</sup>	Hispanic	Other	White <sup>a</sup>	Women	Men
Infantry, gun crews, and seamanship specialists	24	33	29	31	4	32
Electronic equipment repairmen	4	4	4	5	3	5
Communications and intelligence specialists	11	11	11	14	14	13
Health care specialists	7	8	8	6	16	5
Other technical and allied specialists	2	3	3	3	2	3
Functional support and administration	24	19	19	11	40	13
Electrical/ mechanical equipment repairmen	12	12	16	16	7	16
Craftsmen	2	1	2	2	1	2
Service and supply handlers	13	8	8	11	14	11
<b>Total<sup>b</sup></b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

<sup>a</sup>Not of Hispanic origin.

<sup>b</sup>Columns may not add to 100 percent due to rounding.

Figure I.3: Army Enlisted Occupation Group Composition by Race or Hispanic Origin (Fiscal Year 1990)

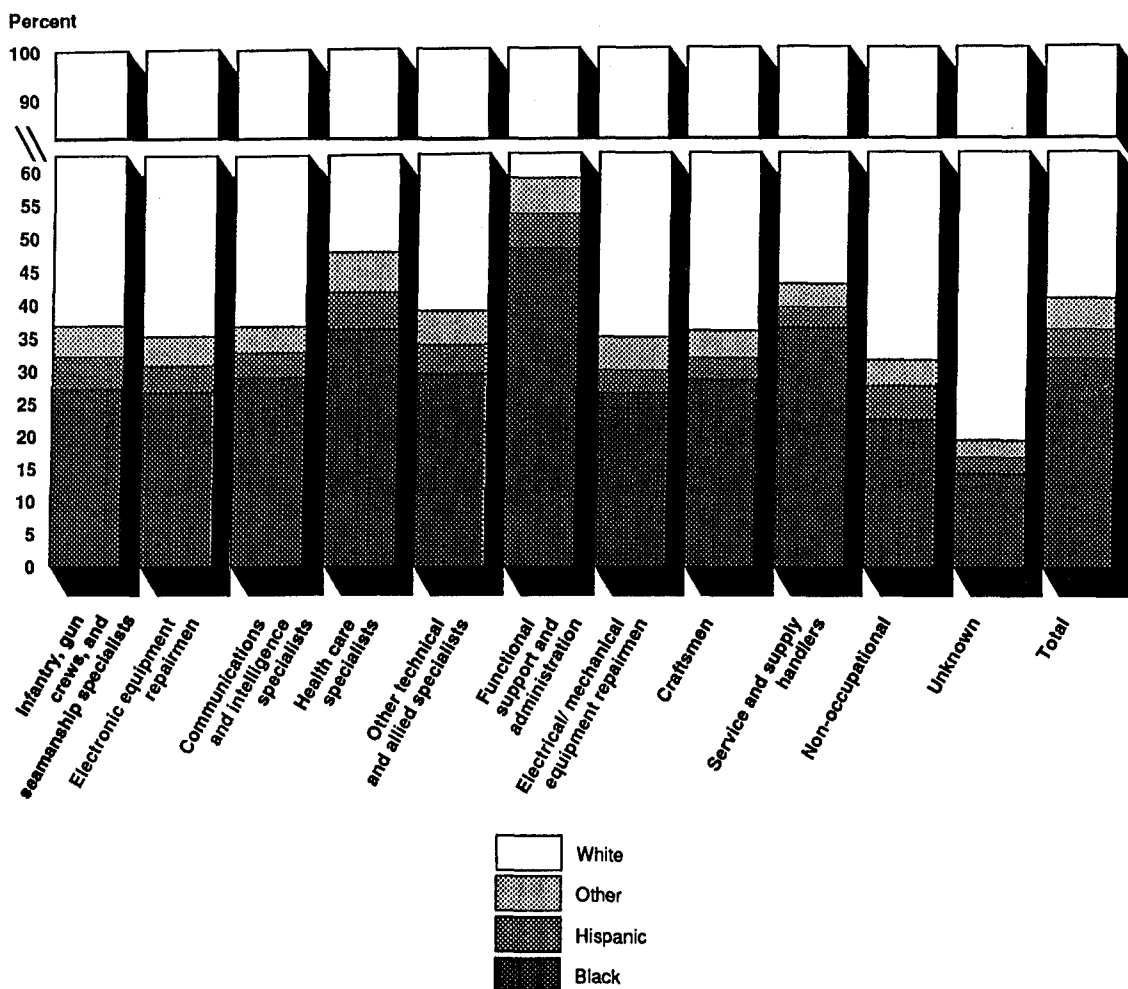
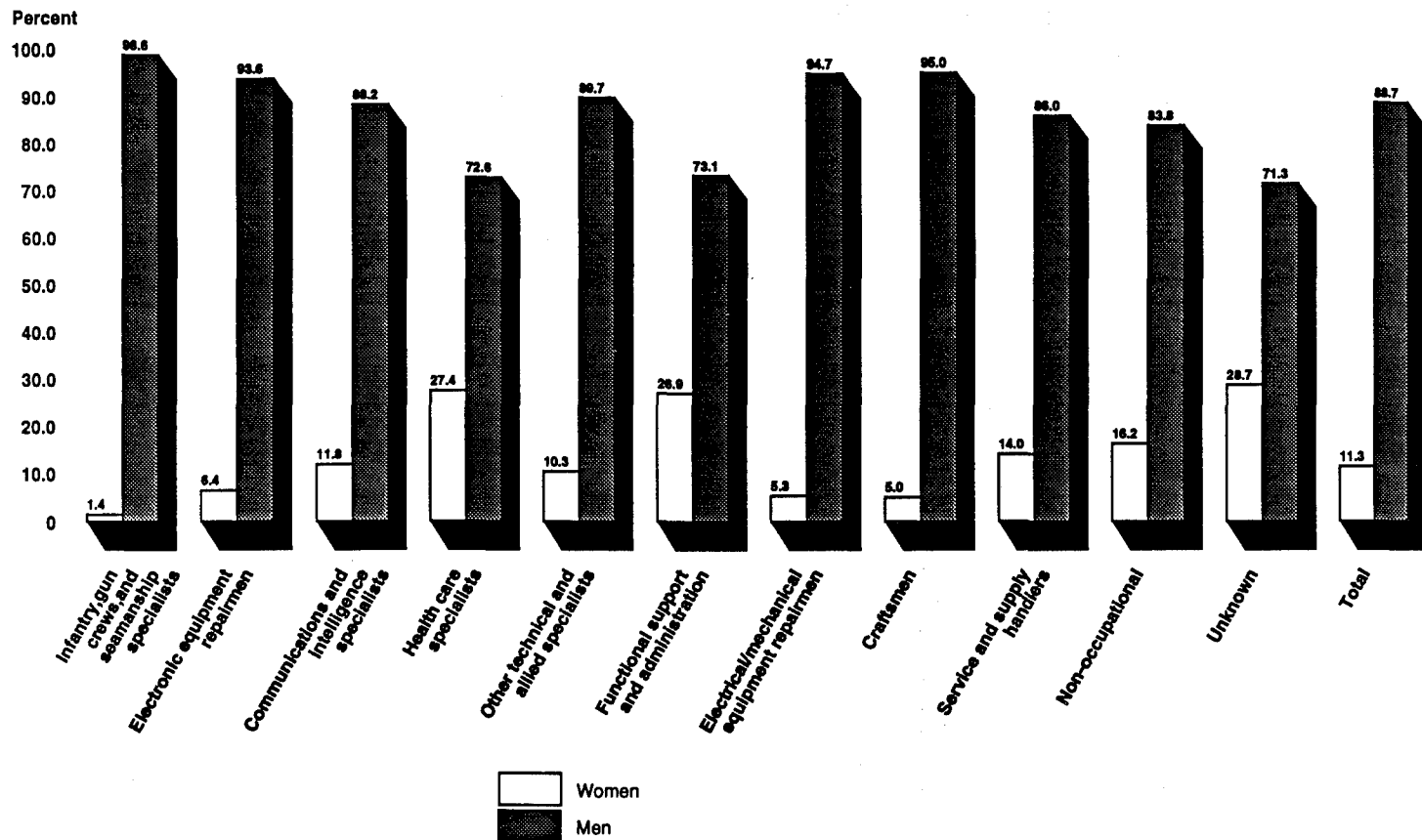


Figure I.4: Army Enlisted Occupation Group Composition by Gender (Fiscal Year 1990)



# The Air Force

The following tables and figures provide information on occupation group distribution and composition for officer and enlisted personnel in the Air Force by race or Hispanic origin and by gender for fiscal year 1990. Data for the black and white populations do not include personnel of Hispanic origin.

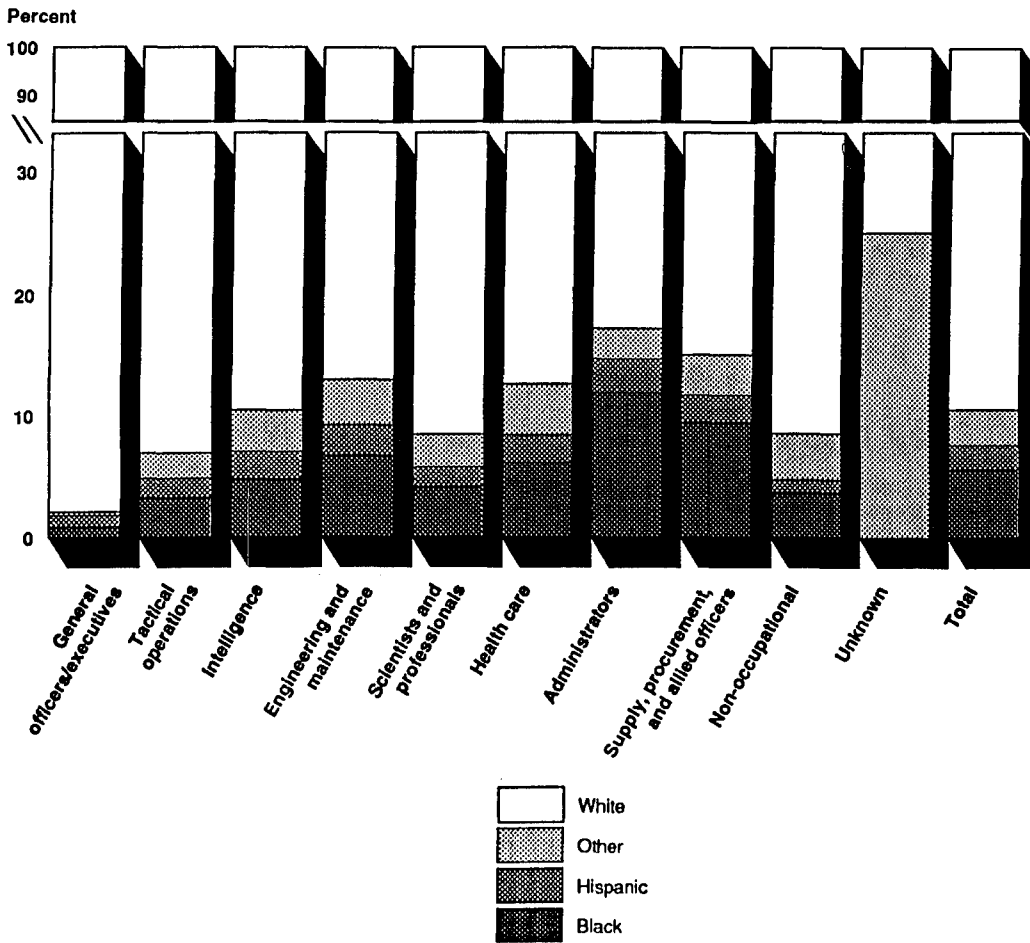
**Table II.1: Distribution of Air Force Officers Among Occupation Groups by Race or Hispanic Origin and by Gender**  
(Fiscal Year 1990)

Figures in percent						
Occupation group	Race or Hispanic Origin				Gender	
	Black <sup>a</sup>	Hispanic	Other	White <sup>a</sup>	Women	Men
General officers/executives	< 1	< 1	< 1	< 1	< 1	< 1
Tactical operations	23	31	28	41	10	44
Intelligence	3	5	5	4	6	4
Engineering and maintenance	20	20	22	17	14	18
Scientists and professionals	5	5	6	7	5	7
Health care	16	17	22	15	43	11
Administrators	19	12	8	8	14	8
Supply, procurement, and allied officers	13	9	9	8	8	8
<b>Total<sup>b</sup></b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

<sup>a</sup>Not of Hispanic origin.

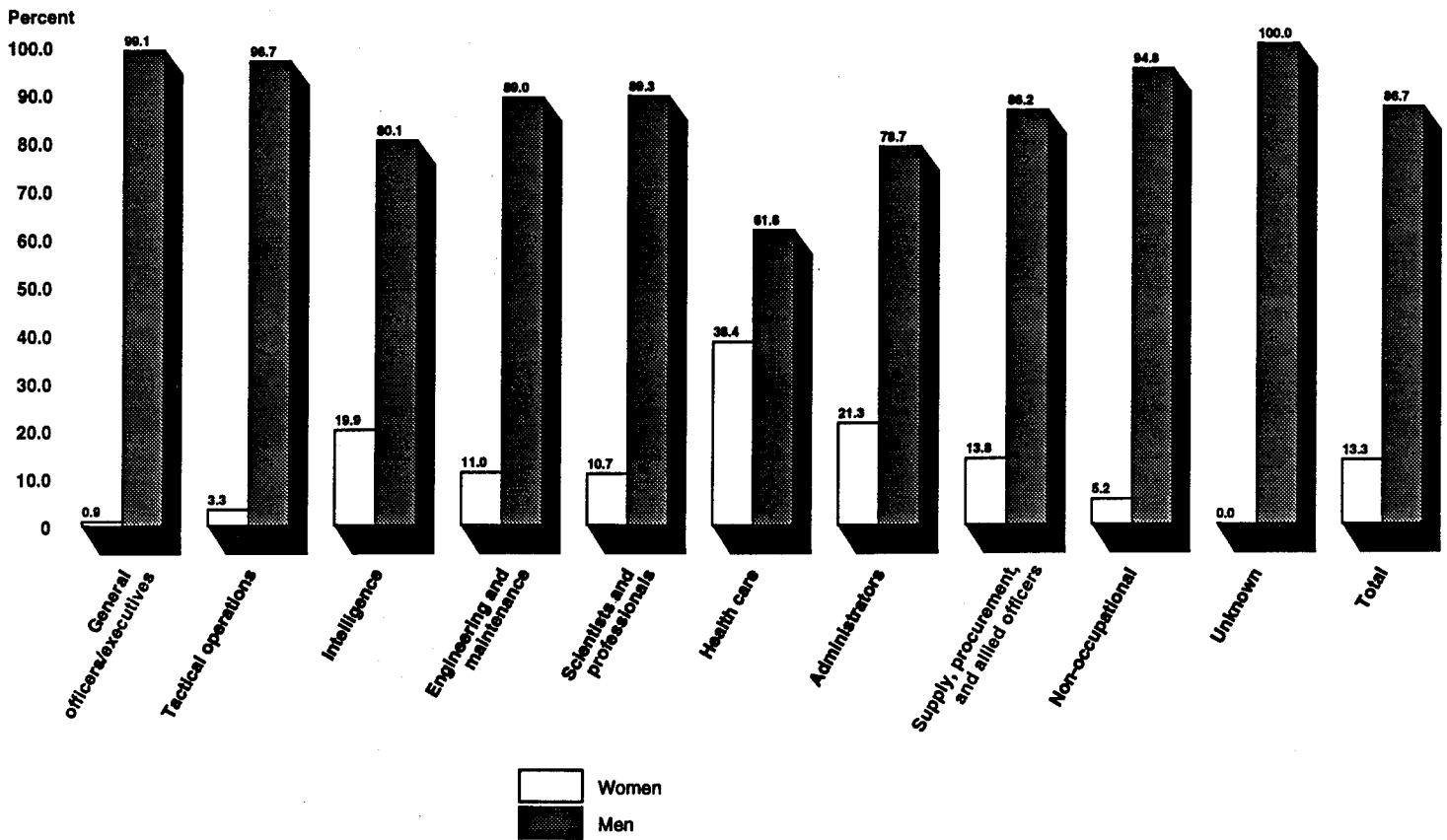
<sup>b</sup>Columns may not add to 100 percent due to rounding.

Figure II.1: Air Force Officer Occupation Group Composition by Race or Hispanic Origin (Fiscal Year 1990)



Appendix II  
The Air Force

Figure II.2: Air Force Officer Occupation Group Composition by Gender (Fiscal Year 1990)



**Appendix II**  
**The Air Force**

**Table II.2: Distribution of Air Force Enlisted Personnel Among Occupation Groups by Race or Hispanic Origin and by Gender (Fiscal Year 1990)**

Figures in percent

Occupation group	Race or Hispanic Origin				Gender	
	Black <sup>a</sup>	Hispanic	Other	White <sup>a</sup>	Women	Men
Infantry, gun crews, and seamanship specialists	6	6	4	7	2	8
Electronic equipment repairmen	7	9	11	14	6	14
Communications and intelligence specialists	6	6	5	6	8	6
Health care specialists	8	8	9	6	16	5
Other technical and allied specialists	3	3	3	4	3	4
Functional support and administration	34	26	29	19	45	20
Electrical/ mechanical equipment repairmen	18	23	21	24	8	27
Craftsmen	5	5	6	5	2	6
Service and supply handlers	11	10	9	9	9	9
<b>Total<sup>b</sup></b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

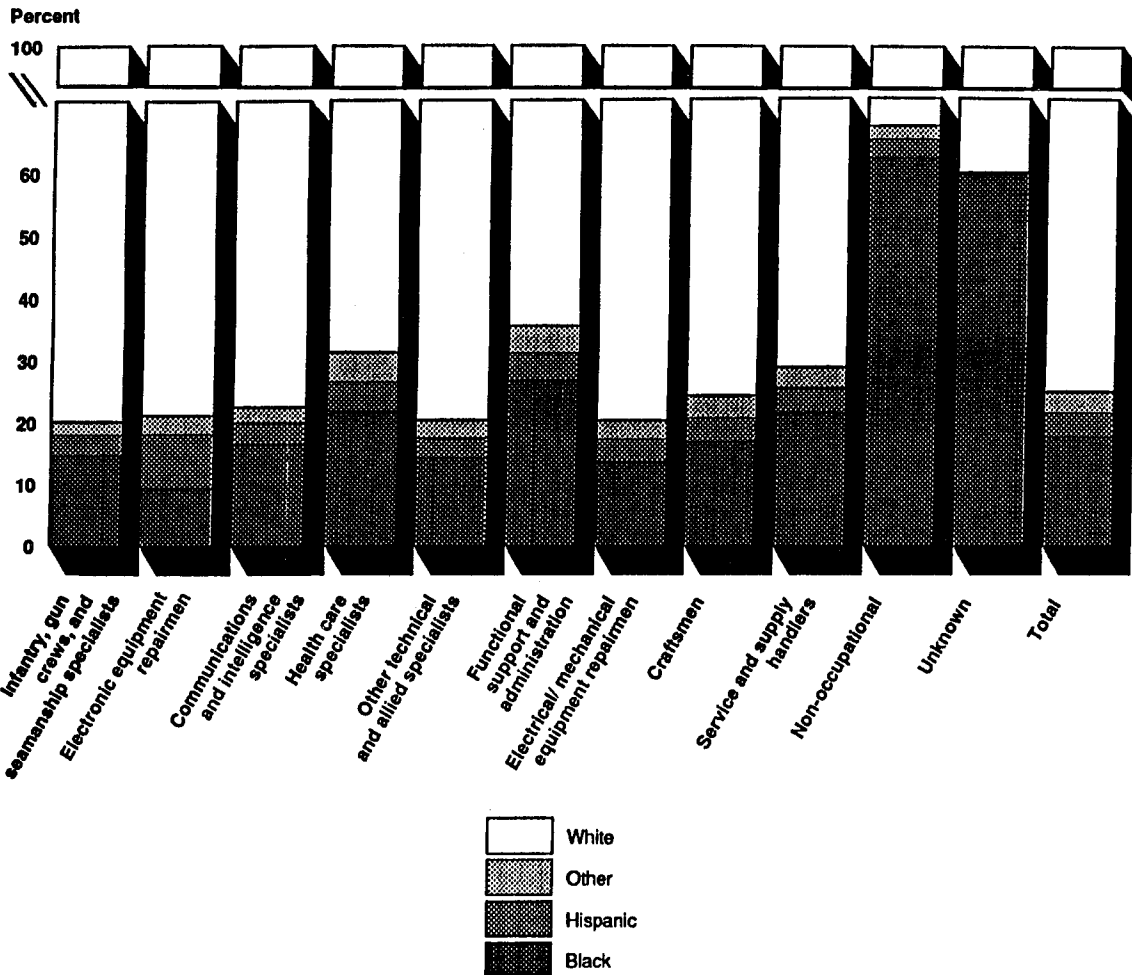
<sup>a</sup>Not of Hispanic origin.

<sup>b</sup>Columns may not add to 100 percent due to rounding.



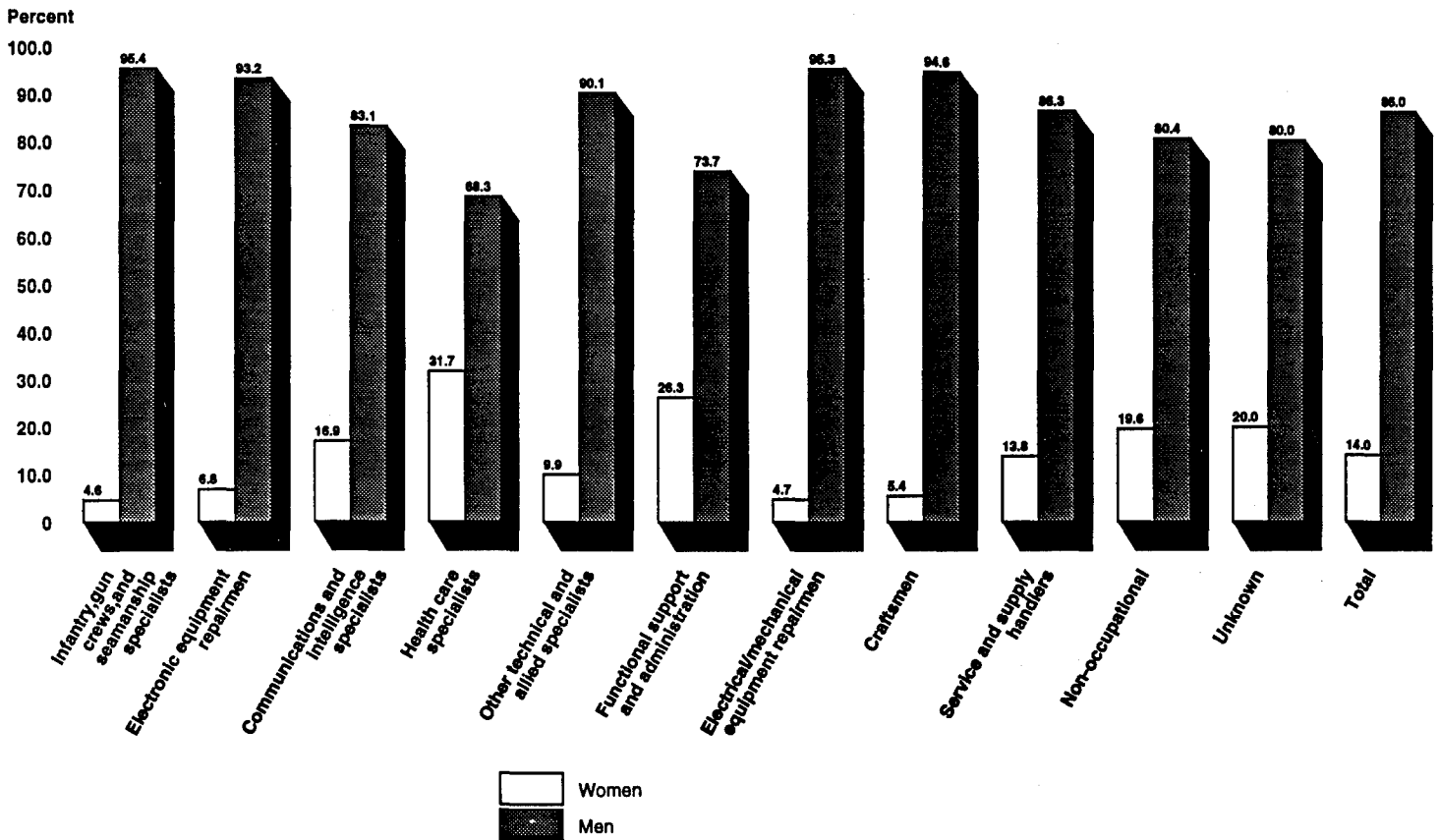
Appendix II  
The Air Force

Figure II.3: Air Force Enlisted Occupation Group Composition by Race or Hispanic Origin (Fiscal Year 1990)



Appendix II  
The Air Force

Figure II.4: Air Force Enlisted Occupation Group Composition by Gender (Fiscal Year 1990)



# The Navy

The following tables and figures provide information on occupation group distribution and composition for officer and enlisted personnel in the Navy by race or Hispanic origin and by gender for fiscal year 1990. Data on the black and white populations do not include personnel of Hispanic origin.

**Table III.1: Distribution of Navy Officers Among Occupation Groups by Race or Hispanic Origin and by Gender** (Fiscal Year 1990)

Figures in percent						
Occupation group	Race or Hispanic Origin				Gender	
	Black <sup>a</sup>	Hispanic	Other	White <sup>a</sup>	Women	Men
General officers/executives	< 1	< 1	< 1	< 1	< 1	< 1
Tactical operations	30	41	29	47	5	51
Intelligence	3	4	2	4	3	4
Engineering and maintenance	17	11	15	13	4	14
Scientists and professionals	6	5	4	4	4	4
Health care	20	23	29	18	46	15
Administrators	14	6	9	6	34	3
Supply, procurement, and allied officers	10	9	12	7	4	8
<b>Total<sup>b</sup></b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

<sup>a</sup>Not of Hispanic origin.

<sup>b</sup>Columns may not add to 100 percent due to rounding.

Figure III.1: Navy Officer Occupation Group Composition by Race or Hispanic Origin (Fiscal Year 1990)

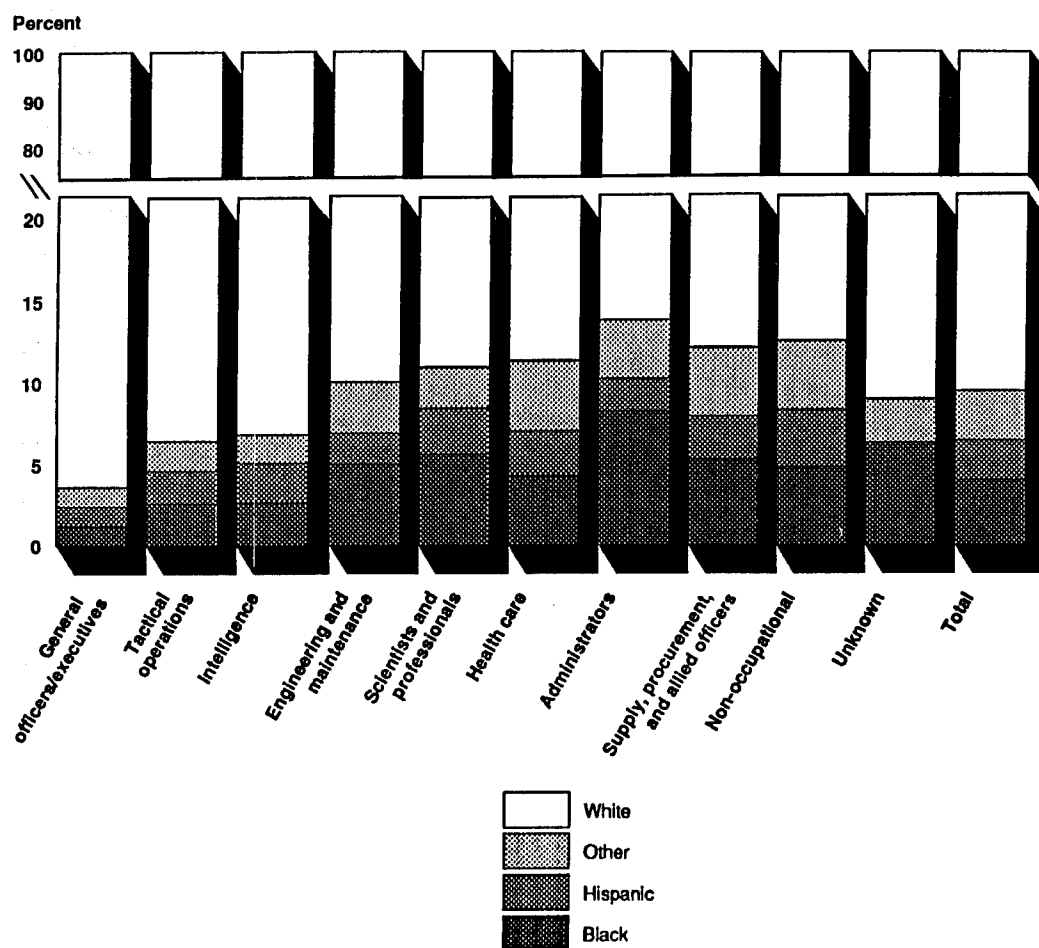
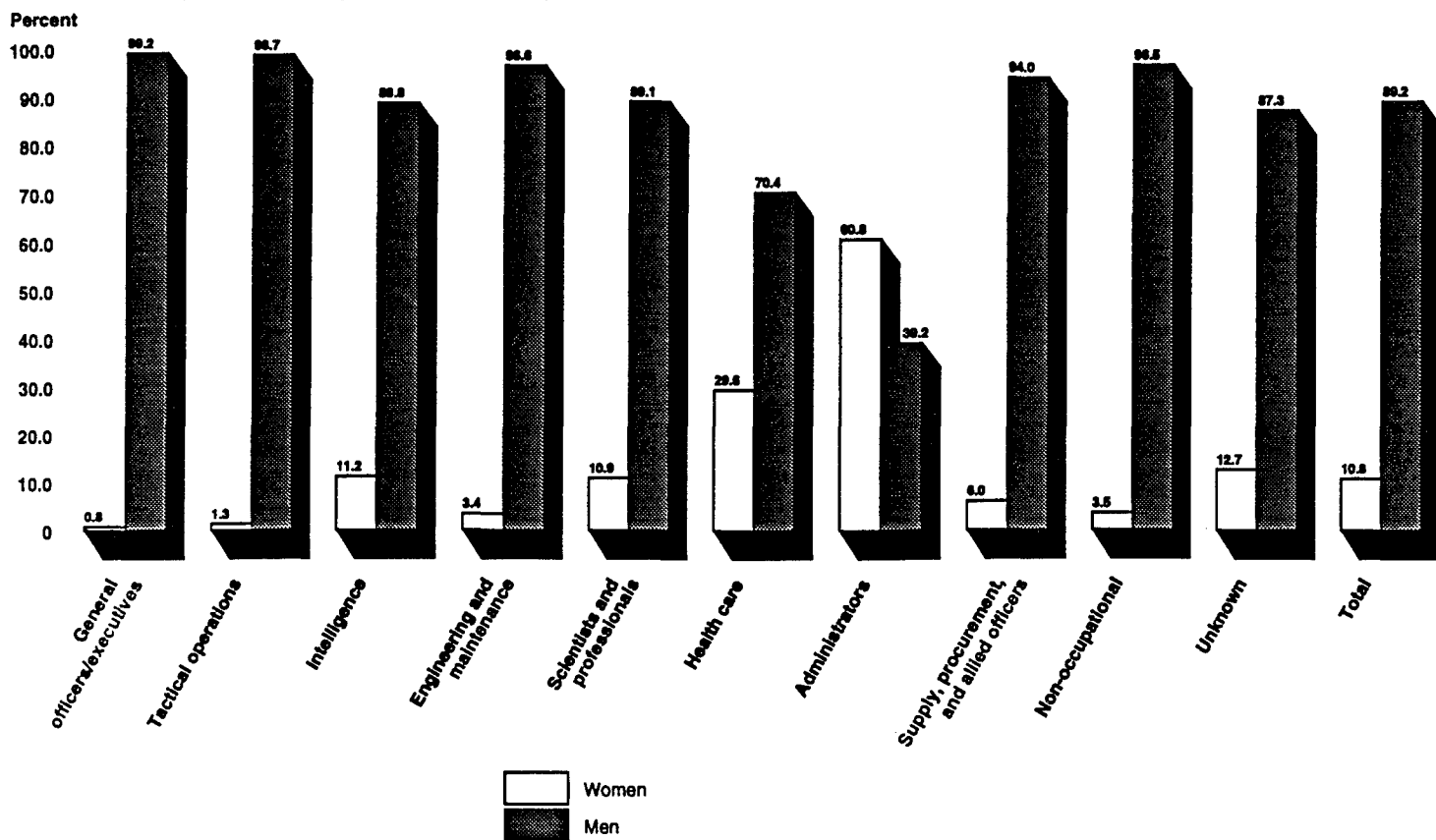


Figure III.2: Navy Officer Occupation Group Composition by Gender (Fiscal Year 1990)



**Appendix III**  
**The Navy**

**Table III.2: Distribution of Navy Enlisted Personnel Among Occupation Groups by Race or Hispanic Origin and by Gender (Fiscal Year 1990)**

Figures in percent						
Occupation group	Race or Hispanic Origin				Gender	
	Black <sup>a</sup>	Hispanic	Other	White <sup>a</sup>	Women	Men
Infantry, gun crews, and seamanship specialists	14	13	7	10	9	11
Electronic equipment repairmen	11	16	8	20	12	19
Communications and intelligence specialists	14	11	3	12	15	11
Health care specialists	8	9	10	6	14	6
Other technical and allied specialists	1	1	<1	1	2	1
Functional support and administration	15	11	19	9	25	9
Electrical/ mechanical equipment repairmen	23	28	33	31	13	31
Craftsmen	4	6	6	7	4	7
Service and supply handlers	10	5	13	4	6	6
<b>Total<sup>b</sup></b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

<sup>a</sup>Not of Hispanic origin.

<sup>b</sup>Columns may not add to 100 percent due to rounding.

Figure III.3: Navy Enlisted Occupation Group Composition by Race or Hispanic Origin (Fiscal Year 1990)

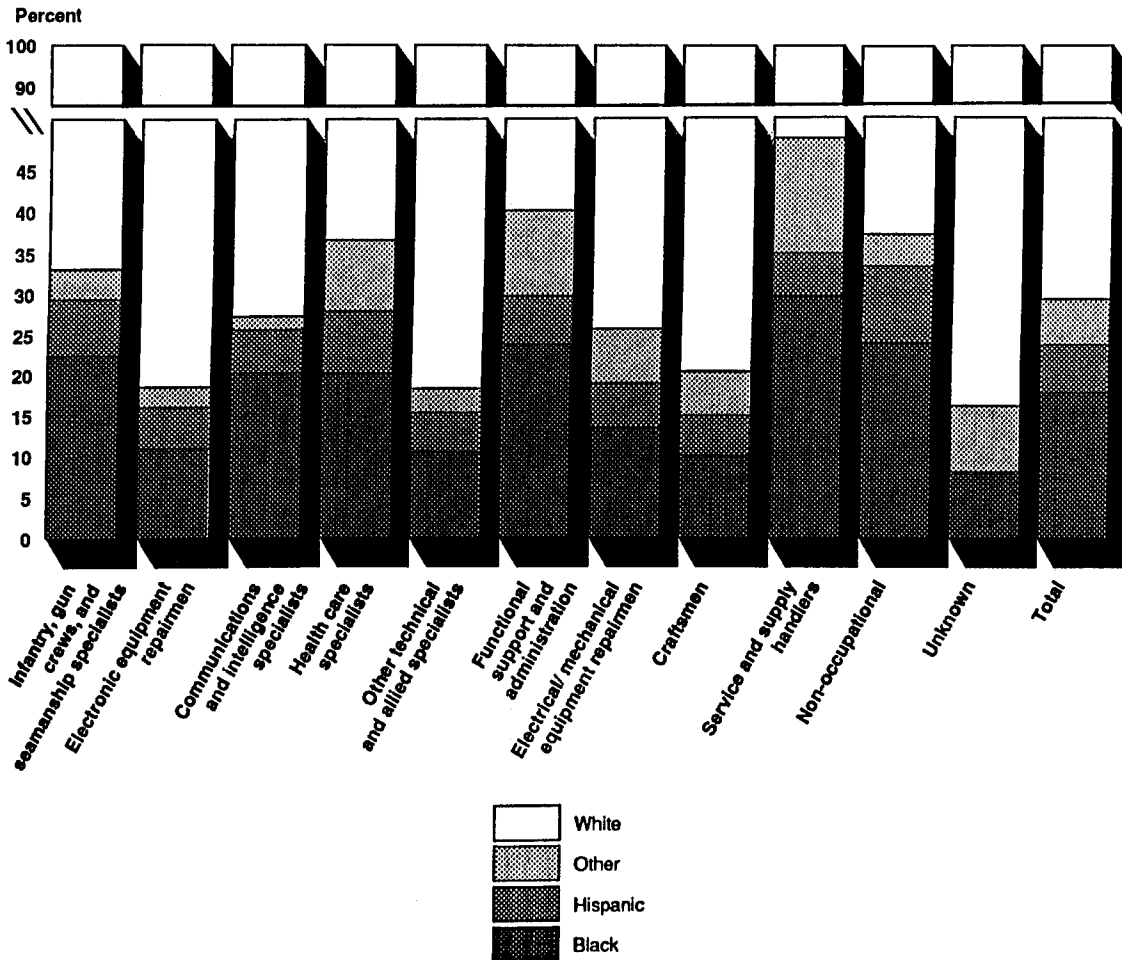
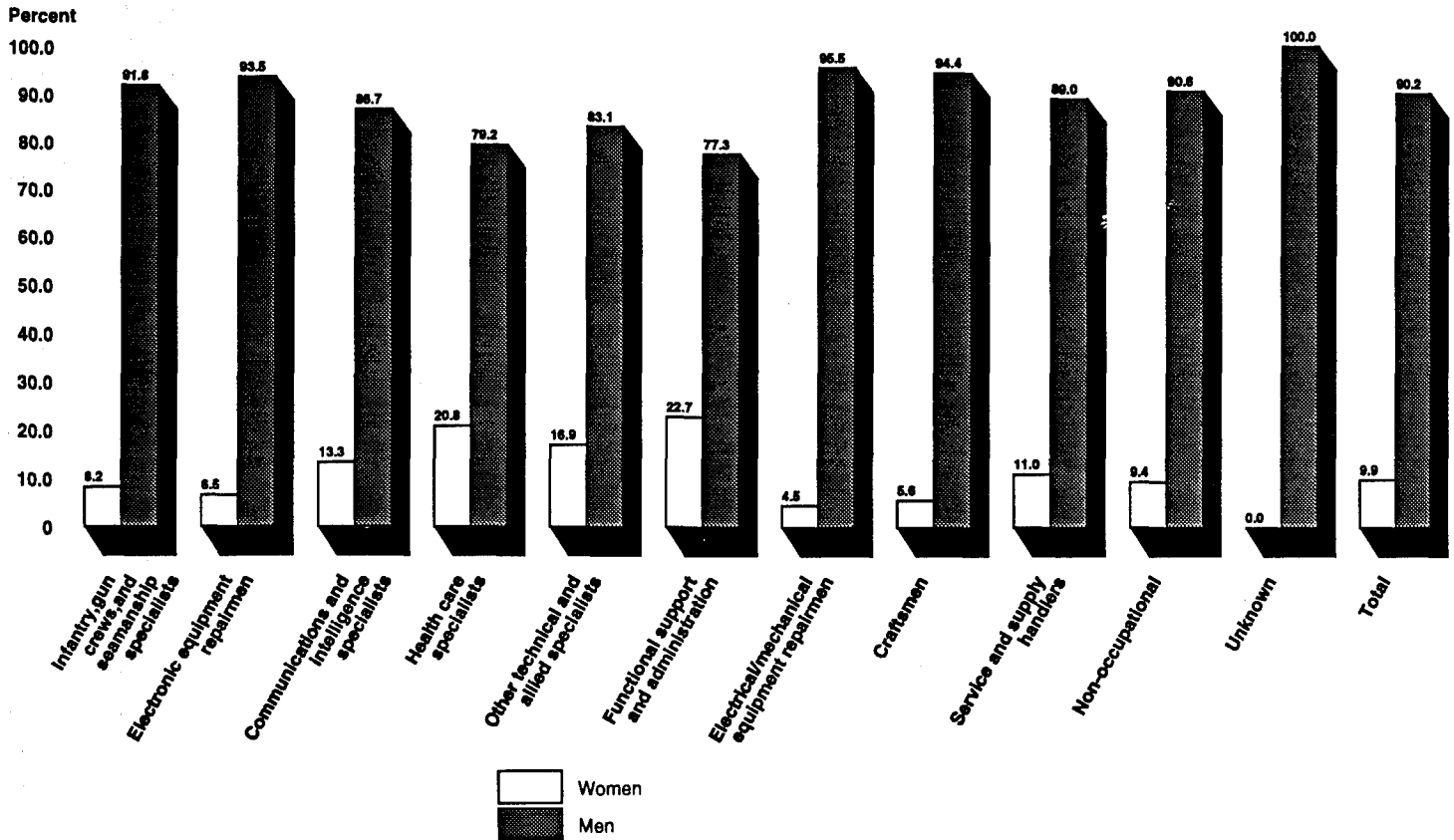


Figure III.4: Navy Enlisted Occupation Group Composition by Gender (Fiscal Year 1990)





# The Marine Corps

The following tables and figures provide information on occupation group distribution and composition for officer and enlisted personnel in the Marine Corps by race or Hispanic origin and by gender for fiscal year 1990. The Marine Corps does not have personnel in the health care occupations, so that career field does not appear in data for the Marine Corps. The Marine Corps, unlike the other services, includes all 0-6 officer personnel (colonels) in the category of "General Officers/Executives." Data for the black and white populations do not include personnel of Hispanic origin.

**Table IV.1: Distribution of Marine Corps Officers Among Occupation Groups by Race or Hispanic Origin and by Gender**  
(Fiscal Year 1990)

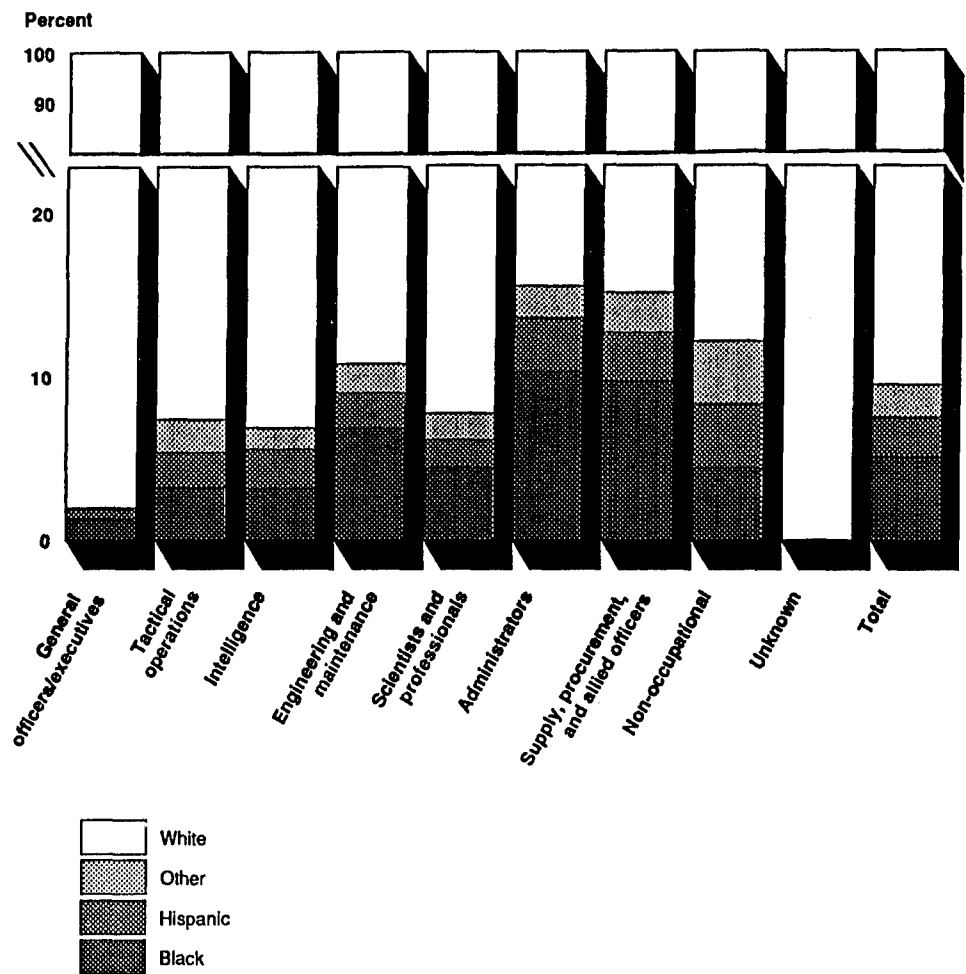
Figures in percent

Occupation group	Race or Hispanic Origin				Gender	
	Black <sup>a</sup>	Hispanic	Other	White <sup>a</sup>	Women	Men
General officers/ executives	1	1	0	4	2	4
Tactical operations	34	50	56	56	4	56
Intelligence	2	4	3	4	6	4
Engineering and maintenance	14	10	10	11	13	11
Scientists and professionals	3	2	3	3	5	3
Administrators	18	13	10	9	45	8
Supply, procurement, and allied officers	27	19	18	13	26	14
<b>Total<sup>b</sup></b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

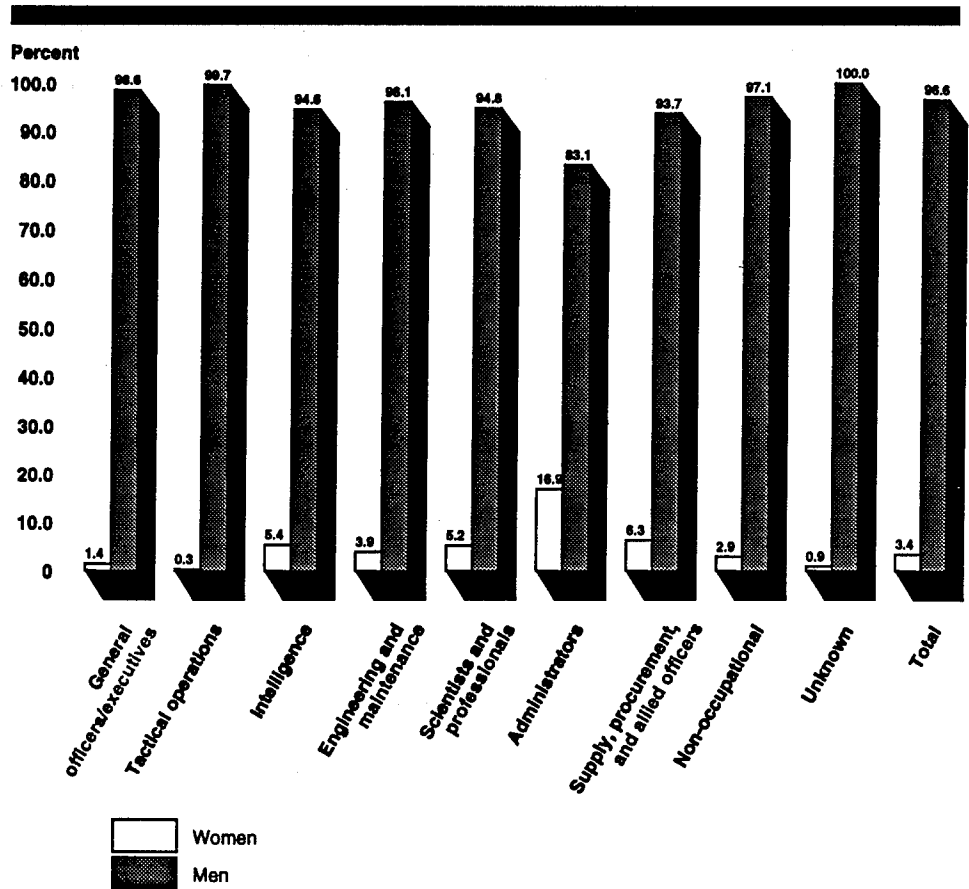
<sup>a</sup>Not of Hispanic origin.

<sup>b</sup>Columns may not add to 100 percent due to rounding.

**Figure IV.1: Marine Corps Officer Occupation Group Composition by Race or Hispanic Origin (Fiscal Year 1990)**



**Figure IV.2: Marine Corps Officer Occupation Group Composition by Gender (Fiscal Year 1990)**



**Appendix IV**  
**The Marine Corps**

**Table IV.2: Distribution of Marine Corps Enlisted Personnel Among Occupation Groups by Race or Hispanic Origin and by Gender (Fiscal Year 1990)**

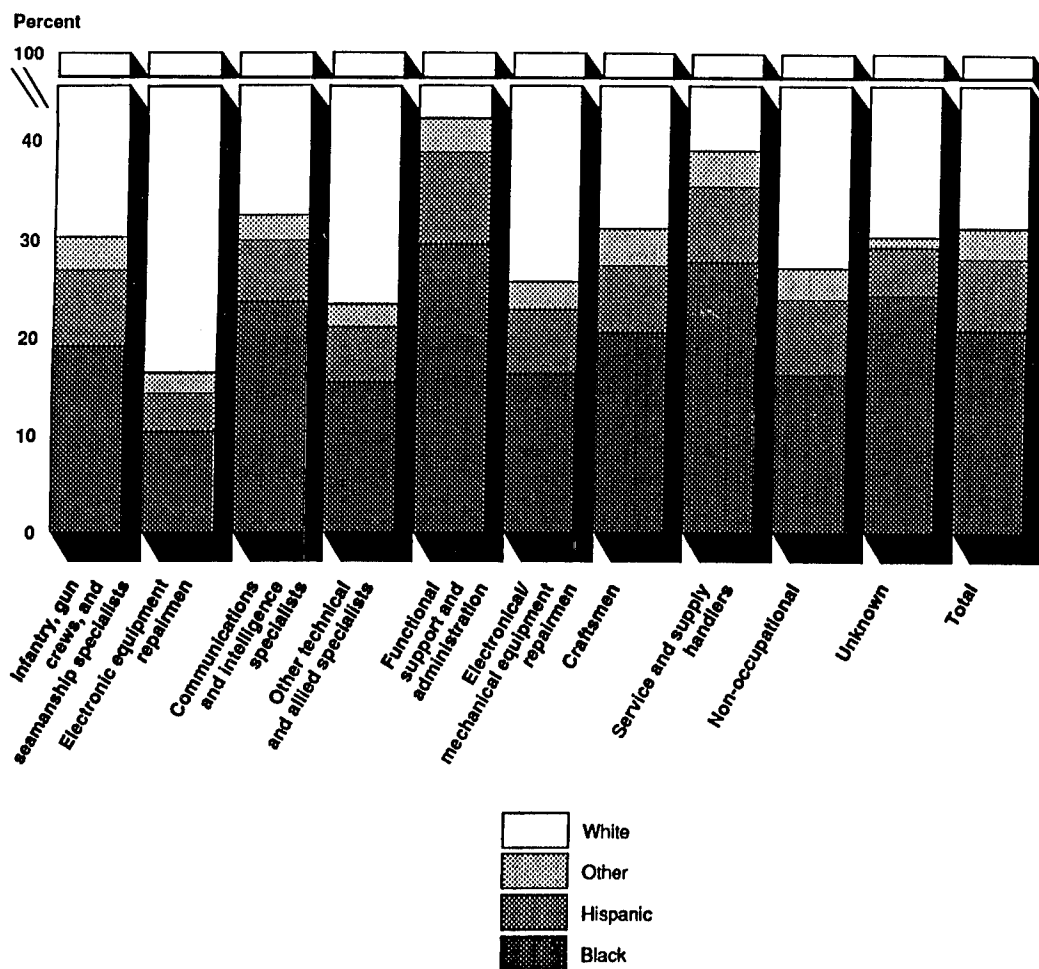
Figures in percent						
Occupation group	Race or Hispanic Origin				Gender	
	Black <sup>a</sup>	Hispanic	Other	White <sup>a</sup>	Women	Men
Infantry, gun crews, and seamanship specialists	26	31	31	29	0	30
Electronic equipment repairmen	4	4	5	9	5	8
Communications and intelligence specialists	9	7	7	8	10	8
Other technical and allied specialists	2	2	2	3	3	2
Functional support and administration	24	22	19	14	50	15
Electrical/ mechanical equipment repairmen	14	16	17	20	11	19
Craftsmen	3	3	3	3	2	3
Service and supply handlers	18	15	16	13	19	14
<b>Total<sup>b</sup></b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

<sup>a</sup>Not of Hispanic origin.

<sup>b</sup>Columns may not add to 100 percent due to rounding.

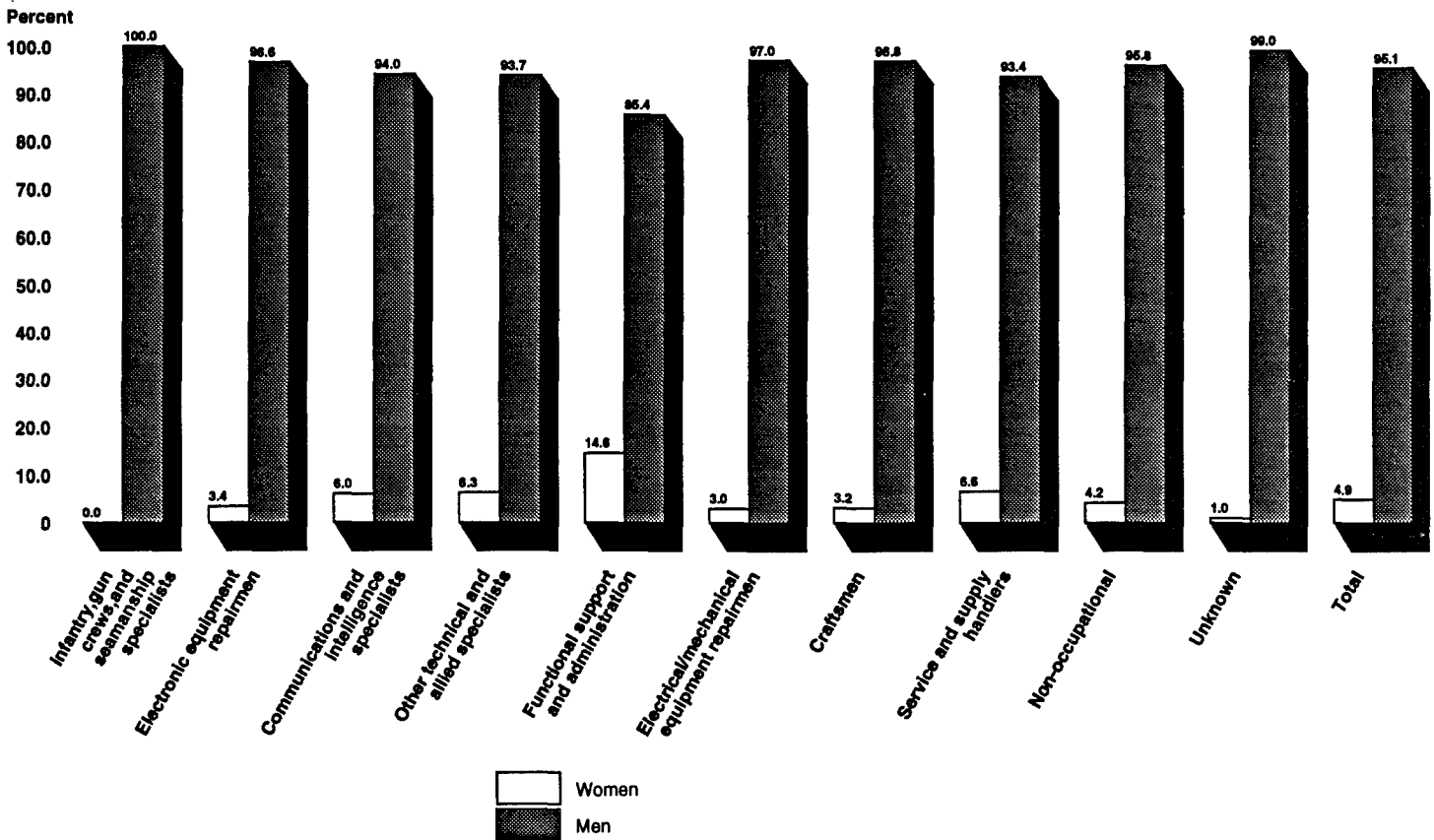
Appendix IV  
The Marine Corps

Figure IV.3: Marine Corps Enlisted Occupation Group Composition by Race or Hispanic Origin (Fiscal Year 1990)



Appendix IV  
The Marine Corps

Figure IV.4: Marine Corps Enlisted Occupation Group (Composition by Gender (Fiscal Year 1990))



# Major Department of Defense Occupation Groups

## DEFINITIONS

### (Enlisted DoD Occupation Codes)

Occupational Area..... 1-digit grouping  
Occupational Group..... 2-digit grouping  
Occupational Subgroup..... 3-digit grouping

#### Note:

Definitions are provided for all Occupational Areas and Occupational Groups; for Occupational Subgroups the title is considered to be sufficient definition.

0. Infantry, Gun Crews, and Seamanship Specialists—Includes individual weapons specialists and crew-served artillery specialists, armor and amphibious crewmen, and specialists in combat engineering and seamanship.

01. Infantry—Includes weapons specialists, ground reconnaissance specialists, special forces, and military training instructors.

02. Armor and Amphibious—Includes land and amphibious tank crews and leaders.

03. Combat Engineering—Includes specialists in hasty and temporary construction of airfields, roads and bridges, and in demolition, field illumination, and chemical warfare.

04. Artillery/Gunnery, Rockets, and Missiles—Includes conventional field, anti-air and shipboard guns and artillery, and rocket and missile specialists.

05. Air Crew—Includes pilots and navigators, flight engineers, and other air crewmen.

06. Seamanship—Includes boatswains, navigators, and other seamanship specialists.

07. Installation Security—Includes specialists who guard weapon systems, defend installations, and protect personnel, equipment, and facilities.

1. Electronic Equipment Repairmen—Includes specialists in the maintenance and repair of various types of electronic and allied equipment, including radio, radar, navigation, weapons, and computers, among others.

10. Radio/Radar—Includes fixed and mobile radio, air traffic and tracking radar, communication, navigation, and electronic countermeasure gear.

11. Fire Control Electronic Systems (Non-Missile)—Includes the maintenance and repair of electronic fire control and bomb navigation equipment, excluding missile and underwater fire control equipment.

12. Missile Guidance, Control and Checkout—Includes specialists in guidance, control and checkout equipment for guided and ballistic missiles.

13. Sonar Equipment—Includes specialists in underwater detection and fire control systems, oceanographic equipment, and related anti-submarine gear.

14. Nuclear Weapons Equipment—Includes specialists in the maintenance and repair of nuclear weapons control and test equipment.

15. ADP Computers—Includes all digital and analog computers.

16. Teletype and Cryptographic Equipment—Includes teletype and associated on-and-off line encryption devices.

19. Other Electronic Equipment—Includes training devices, inertial navigation systems, and electronic instruments specialists.

2. Communications and Intelligence Specialists—Includes the operation and monitoring of radio, radio teletype, radar, sonar and allied communications and intelligence consoles. Also includes the gathering and interpretation of photographic, electronic, and documentary intelligence.

20. Radio and Radio Code—Includes Operators of radio, radio teletype, and visual communications equipment.

21. Sonar—Includes specialists in the operation of sonar and related detection equipment.

22. Radar and Air Traffic Control—Includes the operation of surveillance, target acquisition and tracking radars, fire distribution devices, and air traffic control visual and electronic navigational aids.

23. Signal Intelligence/Electronic Warfare—Includes the intercept, translation, and analysis of foreign communications, and the operation of electronic countermeasures equipment.

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24. Intelligence—Includes the gathering, receipt, and analysis of non-signal intelligence data, the interrogation of prisoners, other language translators and interpreters, image interpretation, and specialists in counterintelligence and investigative activities.

25. Combat Operations Control—Includes specialists in forward area tactical operations and intelligence and in command post control activities.

26. Communications Center Operations—Includes the receipt and distribution of messages, the operation of communications center equipment, and the operation of major field communications systems.

3. Health Care Specialists—Includes specialists in patient care and treatment, ancillary medical support, and in technical and related medical and dental services, administration and logistics.

30. Medical Care—Includes all medical care and treatment, surgical, and therapy specialists. Dental care specialists are excluded (see group (33)).

31. Ancillary Medical Support—Includes specialists in medical laboratory, pharmacy, and x-ray.

32. Biomedical Sciences and Allied Health—Includes specialists in environmental health/preventive medicine, veterinary medicine, optometry, physiology, diet therapy, medical equipment maintenance and other biomedical science and allied health specialists.

33. Dental Care—Includes specialists in dental care and treatment and in dental laboratory services.

34. Medical Administration and Logistics—Includes specialists in health care, medical logistics and patient administration and management.

4. Other Technical and Allied Specialists—Includes specialists in technical and professional-type skills not elsewhere classified. These skills include photography, cartography, meteorology, ordnance disposal, laboratory analysis, and music, among others.

40. Photography—Includes still, motion, and television cameramen, precision photographic processing, editing and broadcasting.

41. Mapping, Surveying, Drafting, and Illustrating—Includes photomapping, map compiling, drafting, illustrating, and construction and topographic surveying and computing.

42. Weather—Includes specialists in the collection of weather and sea condition data and in weather forecasting.

43. Ordnance Disposal and Diving—Includes the excavation and rendering safe of explosive ordnance and of chemical and nuclear agents, and underwater demolition and other types of diving.

45. Musicians—Includes military bandmen and special band musicians.

49. Technical Specialists, N.E.C.—Includes physical science laboratory analysts, specialists in memorial activities, safety, NBC warfare, and firefighting and damage control, and other technical specialists and aids such as scientific and engineering assistants.

5. Functional Support and Administration—Includes general administrative, clerical and personnel specialists. Also includes administrative specialists in data processing, information, and related areas, and functional support specialists in areas such as supply, transportation, and flight operations.

50. Personnel—Includes specialists in personnel administration, personnel and manpower management, and recruiting and counseling.

51. Administration—Includes clerks, typists, stenographers and legal administrative specialists.

52. Clerical/Personnel—Includes combined personnel and administrative specialists and senior enlisted personnel whose primary responsibilities are non-technical.

53. Data Processing—Includes computer operators, analysts, and programmers and electric accounting machine operators.

54. Accounting, Finance and Disbursing—Includes audit and budget specialists, disbursing clerks, and other related specialists.

55. Other Functional Support—Includes specialists who provide support in the functional areas of supply accounting and procurement, transportation, flight operations and related areas.

56. Religious, Morale and Welfare—Includes chaplains' assistants and specialists in theater, arts, sports, and related activities.

57. Information and Education—Includes specialists in public affairs, radio/TV, and other types of information and education.

6. Electrical/Mechanical Equipment Repairmen—Includes specialists in the maintenance and



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repair of electrical, mechanical, hydraulic, and pneumatic equipment.

60. Aircraft and Aircraft Related—Includes aircraft engines, electrical systems, structural components and surfaces, and launch equipment.

61. Automotive—Includes construction equipment and other wheeled and tracked vehicles.

62. Wire Communications—Includes specialists in the installation and maintenance of telephones, switchboards, and central office and related interior communications equipment.

63. Missile Mechanical and Electrical—Includes missiles and missile systems and related components.

64. Armament and Munitions—Includes small arms, artillery, mines, bombs and associated mountings, nuclear weapons, and ammunition renovation.

65. Shipboard Propulsion—Includes marine main engines, boilers and auxiliary equipment.

66. Power Generating Equipment—Includes nuclear power reactors and primary electric generating plants.

67. Precision Equipment—Includes optical and other precision instruments and office machines.

69. Other Mechanical and Electrical Equipment—Includes specialists in the maintenance and repair of mechanical and electrical equipment which is not readily classifiable in another group.

7. Craftsmen—Includes the formation, fabrication, and installation of structures and components, the installation and maintenance of utilities, and related trades and crafts.

70. Metalworking—Includes specialists in the machining, shaping, and forming of metal and in the fabrication of metal parts.

71. Construction—Includes specialists in construction trades and construction equipment operation.

72. Utilities—Includes plumbers, heating and cooling specialists, and electricians.

74. Lithography—Includes the making of printing plates, composing, and the operation of offset and letter presses.

75. Industrial Gas and Fuel Production—Includes specialists in the production of liquid oxygen, hydrogen, nitrogen, and carbon dioxide.

76. Fabric, Leather, and Rubber—Includes specialists in the maintenance and repair of leather, rubber, and fabric.

79. Other Craftsmen, N.E.C.—Includes specialists in trades such as molding, camouflage, and plastic work, which are not readily classifiable elsewhere in this section.

8. Service and Supply Handlers—Includes personnel involved in protective and personal services and non-clerical personnel involved in warehousing, food handling, and motor transportation.

80. Food Service—Includes specialists in the handling, preparation, and serving of food.

81. Motor Transport—Includes the operation of wheeled and tracked vehicles (except construction equipment) and railway equipment.

82. Material Receipt, Storage and Issue—Includes specialists in the receipt, storage, issue, and shipment of general and specialized classes of supplies, excluding ammunition.

83. Law Enforcement—Includes military police, protective and corrections specialists, and criminal and non-criminal inspectors and investigators.

84. Personal Service—Includes laundry, dry cleaning, and related services.

85. Auxiliary Labor—Includes unskilled laborers and their supervisors.

86. Forward Area Equipment Support—Includes specialists in parachute packing and repair, in aerial delivery operations, and in flight equipment fitting and maintenance.

87. Other Services, N.E.C.—Includes service specialists who are not readily classifiable in one of the other groups in this section.

9. Non-Occupational—Includes patients and prisoners, students and trainees, and other enlisted and civilian personnel and designators of a non-occupational nature.

90. Patients and Prisoners—Includes personnel holding patient or prisoner designations.

91. Officer Candidates and Students—Includes personnel or authorizations for personnel in training to become commissioned or warrant officers and personnel or authorizations for personnel in a student status.

92. Undesignated Occupations—Includes personnel or authorizations for personnel serving in

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**Major Department of Defense Occupation**  
**Groups**

duties of a special or otherwise undesignated nature.

95. Not Occupationally Qualified—Includes boot-campers and other personnel in a training status.

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(Officer DoD Occupation Codes)

Occupational Area..... 1-digit grouping  
Occupational Group..... 2-digit grouping

Note:

The term "officer" includes all military occupations and/or billet designators that require persons who are commissioned or warrant officers, and all civilian occupations that are similar to the military occupations/billet designators included here.

1. General Officers and Executives, N.E.C.—Includes all officers of General/Flag rank and all commanders, directors, and planners not elsewhere classified.

1A. General and Flag—Includes all occupations where individuals involved are of General or Flag rank.

1B. Executives, N.E.C.—Includes all directors, planners and executives not elsewhere classified, and all Marine Corps full Colonels.

2. Tactical Operations Officers—Includes pilots and crews and operations staff officers.

2A. Fixed-Wing Fighter and Bomber Pilots—Includes pilots of various types of fighter, attack, and bomber aircraft.

2B. Other Fixed-Wing Pilots—Includes non-fighter and bomber fixed-wing pilots such as those engaged in transport, supply and reconnaissance.

2C. Helicopter Pilots—Includes pilots of various types of helicopters.

2D. Aircraft Crews—Includes navigators, bombardiers, radar intercept officers, and other officer aircraft crew personnel.

2E. Ground and Naval Arms—Includes infantry, artillery, armor and close support officers, and Naval ship commanders and other warfare-related officers.

2F. Missiles—Includes guided and ballistic missile systems officers and unit commanders.

2G. Operations Staff—Includes combat, operations, and intelligence staff officers.

2H. Civilian Pilots—Includes all non-military pilots.

3. Intelligence Officers—Includes strategic, general, and communications intelligence officers, and counterintelligence officers.

3A. Intelligence, General—Includes strategic, general and technical intelligence gathering, analysis, interpretation, and summary.

3B. Communications Intelligence—Includes intercept, analysis, translation, cryptology, and related communications intelligence.

3C. Counterintelligence—Includes installation, area, and other internal and counterintelligence.

4. Engineering and Maintenance Officers—Includes design, development, production, and maintenance engineering officers.

4A. Construction and Utilities—Includes civil engineers, architects, and other construction and utilities officers.

4B. Electrical/Electronic—Includes electrical and electronic engineers and equipment maintenance officers not classified under Group 4C.

4C. Communications and Radar—Includes communications engineers and communications and radar design, installation, operation, and maintenance officers.

4D. Aviation Maintenance and Allied—Includes aircraft maintenance officers and aeronautical engineers.

4E. Ordnance—Includes weapons engineering and maintenance officers, excluding missile officers.

4F. Missile Maintenance—Includes guided and ballistic missile design, test, and maintenance officers and missile engineers.

4G. Ship Construction and Maintenance—Includes officers concerned with design, development, construction, production, alteration, maintenance, and repair of ships and their equipment.

4H. Ship Machinery—Includes officers who perform functions similar to those listed in 4G with respect to ships' main propulsion and auxiliary ma-

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chinery; also includes officers involved in the operation of such machinery.

4J. Safety—Includes ground, aviation, weapons, and nuclear safety officers.

4K. Chemical—Includes chemical engineers and staff officers.

4L. Automotive and Allied—Includes engineers and maintenance officers whose primary concern is with automotive and related equipment.

4M. Surveying and Mapping—Includes surveying, topographic and geodetic engineers, and cartographic and aerial mapping officers.

4N. Other—Includes engineering and maintenance officers that are not readily classified in one of the previous groups.

5. Scientists and Professionals—Includes physical, biological, and social scientists not involved with health care (see group 6), as well as other professionals such as lawyers and chaplains.

5A. Physical Scientists—Includes physicists, chemists, geologists, and other physical scientists except meteorologists.

5B. Meteorologists—Includes meteorologists and weather officers.

5C. Biological Scientists—Includes ecology, zoology, botany, horticulture, conservation, and other related scientists.

5D. Social Scientists—Includes historians, economists, sociologists, and other biological scientists.

5E. Behavioral Scientists—Includes behavioral scientists and evaluators who are not part of Service Medical Departments (see group 6H).

5F. Legal—Includes lawyers and legal officers.

5G. Chaplains—Includes ordained and other certified clergymen.

5J. Mathematicians and Statisticians—Includes mathematicians, statisticians, operations research analysts, and other mathematical scientists.

5K. Educators and Instructors—Includes teachers and military college faculty members, excluding training administrators.

5L. Research and Development Coordinators—Includes research and development directors, coordinators, and administrators.

5M. Community Activities Officers—Includes counselors and human relations officers.

5N. Scientists and Professionals, N.E.C.—Includes scientists and professionals that are not readily classifiable in one of the previous groups.

6. Health Care Officers—Includes physician, dentists, nurses, veterinarians, biomedical sciences and allied health officers, and health services administration officers.

6A. Physicians—Includes all allopathic and osteopathic doctors of medicine arranged by medical specialty.

6C. Dentists—Includes all dental officers, arranged by dental specialty.

6E. Nurses—Includes all professional nurses, including general duty nurses, nurse specialists and command/staff nurses.

6G. Veterinarians—Includes all veterinary officers and warrant officer food inspection technicians.

6H. Biomedical Sciences and Allied Health Officers—Includes therapists, optometrists, pharmacists, podiatrists, biomedical laboratory, environmental health, psycho/social, physiologists, and other allied health and biomedical science officers.

6I. Health Services Administration Officers—Includes all medical and health care administration, management, logistics facilities, personnel, fiscal, and plans officers specifically related to health services administration and management.

7. Administrators—Includes general and specialized administration and management officers.

7A. Administrators, General—Includes adjutants, aides, general administrative officers, and others not classifiable in one of the following groups.

7B. Training Administrators—Includes officers engaged in the planning, management, and operation of training programs.

7C. Manpower and Personnel—Includes manpower and personnel managers, administrators, and analysts, and related officers.

7D. Comptrollers and Fiscal—Includes budget, finance, and accounting officers.

7E. Data Processing—Includes computer systems officers.

7F. Pictorial—Includes photographic, motion picture, and television officers.

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7G. Information—Includes public and internal information officers.

7H. Police—Includes enforcement, investigations, corrections, and security officers.

7L. Inspection—Includes Inspector General and technical inspection positions.

7N. Morale and Welfare—Includes band, recreation, and special services officers.

8. Supply, Procurement and Allied Officers—Includes officers in supply, procurement and production, transportation, food service, and related logistics activities not elsewhere classified.

8A. Logistics, General—Includes officers in broad, multifunction logistics activities not specific to a single class of supply or a single supply operation.

8B. Supply—Includes general, technical, and unit supply officers.

8C. Transportation—Includes land, sea, and air transportation operations officers, and traffic and travel control officers.

8D. Procurement and Production—Includes contracting, property and other procurement and production officers.

8E. Food Service—Includes club and mess managers and other food service officers.

8F. Exchange and Commissary—Includes all officers involved in the operation and management of military exchanges and commissaries.

8G. Other—Includes printing and publications, housing and other supply service officers not classifiable in one of the previous groups.

9. Non-Occupational—Includes patients, students, trainees, and other officers who for various reasons are not occupationally qualified.

9A. Patients—Includes officers holding patient designations.

9B. Students—Includes law students, medical students, flight students, and other trainees.

9E. Other—Includes billet designators, officers new to their occupational field, and other non-occupational officers and designations not included in the previous groups.

SOURCE: Occupational Conversion Manual: Enlisted/Officer/Civilian.  
(DoD 1312.1-M, January 1989)

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